

SHIFT PROVISIONS

CRAFT/CLASSIFICATION

Drywall Installer/Lather (Carpenter)

ID

31-X-16

LOCALITY

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties

NOTE:

The shift provisions provided in the following pages provide guidance on the work hours that are applicable to each shift. Shift differential pay is required and will be enforced during each applicable shift where shift differential pay is in the determinations. Any shift provision restricting the work hours for a particular shift for a type of work will not be enforced on public works. However, if work is performed during hours typically associated with a 2nd or 3rd shift the appropriate shift rate of pay is required. Shift differential pay shall not apply to work during traditional shift hour (swing or grave) if the determination includes a footnote that indicates that the non-shift rate may be paid for a special single shift. Please note the exemptions in California Code of Regulations Section 16200 (a)(3)(F) do not waive the shift differential pay. These regulatory exemptions only apply to overtime pay. Overtime shall be required in accordance with the determination and Labor Code Section 1810 through 1815.

SHIFTS

Article 25 (Shift Work):

Amend as follows:

Shift work can only be established upon prior notice from the Individual Employer to the Union and shall be performed as follows:

Except as provided below, where multiple shifts are worked, if the Individual Employer elects to work the day shift between the hours of 6:00 a.m. and 5:00 p.m., that shift shall work eight (8) hours and for such work they shall be paid the regular straight time rate for eight (8) hours; the second shift shall work seven and one-half (7-1/2) hours, and for such work they shall be paid the regular straight time rate for eight (8) hours; if a third shift is worked, they shall work seven (7) hours and for such work they shall be paid eight (8) hours regular straight time pay. No multiple shifts shall be established or started for less than three (3) consecutive work days. Multiple shifts shall be consecutive.

On tenant improvement or renovation projects in occupied buildings with a total contract value of five (5) million dollars or less, the Individual Employer may perform multiple shift operations on the basis of eight (8) hours pay for eight (8) hours work on all shifts at the regular straight time rate.

Overtime rates shall be paid for all hours worked on the second or third shift if less than three (3) consecutive days are worked. The provisions of this Article with regard to rates of pay for shift work shall apply solely to the portion of the job which requires shift operations.

When it is a condition of securing the work, a special single shift may be established that will be for no less than three (3) consecutive days, for off hours between Monday and Friday, and will allow for eight (8) hours pay for eight (8) hours work. Work in excess of eight (8) hours per day shall be subject to the overtime provisions of this Agreement.

All work in excess of eight (8) hours on Saturday and all work on Sundays and holidays shall be double time.

On shift work (a) workers working a shift who come off work on Saturday morning at 8:00 a.m. are to be considered working Friday; (b) workers working a shift who come off work on Sunday morning at 8:00 a.m. are to be considered working Saturday; and (c) workers working a shift who come off work on a Monday morning at 8:00 a.m. are to be considered working Sunday.

All regularly scheduled shift work performed on Saturday, Sunday, and holidays shall be in accordance with the overtime rates herein specified. All such work shall be performed under the terms and conditions of Article 25 (Shift Work) as to hours worked and rate of pay.